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8 MAR 1982

MEMORANDUM FOR: Executive Director

LOGGED

9 MAR 1982

THROUGH : Director of Personnel

FROM : Maurice Lipton
ComptrollerSUBJECT : House Permanent Select Committee on Intelligence (HPSCI)
Review of CIA Overseas Pay (U)

1. On 4 March, Jim Glerum along with [redacted] of his staff and consultants [redacted] briefed the HPSCI staff on our overseas pay study. Mike O'Neil, Jim Bush, and Marty Faga represented the staff. [redacted]

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2. For two hours, we discussed the Agency's need for increased overseas pay, the consultants' survey and analysis, and the correspondence on the issue. A number of points were cleared up.

-- The staff questioned the status of the overseas pay study. We told them it was completed, but that the consultants' final recommendations would not be made until the April completion of the overall review of CIA compensation.

-- The staff concluded that some employees [redacted] were "overpaid." The consultants explained that the study did not attempt to absolutely classify the jobs, the results were accurate in the relative sense, and that a favorable 250 rating point allowance from OPM to the State Department was not included in the calculations.

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However, we did not allay the staff's concern. They said:

-- They expected a Community-wide study. [redacted] the staff expected a Community recommendation. They fear a sort of chain reaction of organizations coming in for additional overseas pay.

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-- The staff expected Intelligence Community Staff participation. We mentioned that [] was our contact and that Jim Glerum had cleared the study with [] but said that the Intelligence Community Staff was not involved in the analysis.

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-- The staff members said they preferred increased pay targeted at specific groups of our employees rather than applied across the board. Jim Glerum went through the other options we had considered and the difficulty of their implementation. []

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3. I asked if the staff thought the following procedures would be acceptable:

- In mid-summer (about 60 days after completion of the study) we could present the rationale for our suggested options;
- Present the options suggested by the study;
- Include the DCI's recommendation for the other Intelligence Community organizations.

The staff said they thought that might be acceptable. []

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4. At the conclusion of the meeting I was told informally that the staff felt the discussion raised as many questions as it answered, and that they would likely draft a letter for Chairman Boland to send to the DCI asking for a Community-wide recommendation. They would expect John McMahon to address the letter in the CIA hearing on 22 March. []

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Maurice Lipton

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